

**IN THE UNITED STATES DISTRICT COURT
FOR THE MIDDLE DISTRICT OF PENNSYLVANIA**

HESHAM ISMAIL,	:	CIVIL NO.: 3:21-cv-00143
	:	
Plaintiff,	:	Magistrate Judge Schwab
	:	
v.	:	
	:	
	:	
HONEYWELL INTERNATIONAL,	:	
INC., <i>et al.</i> ,	:	
	:	
Defendants.	:	

ORDER

For the reasons set forth in the Memorandum Opinion filed concurrently with this Order, **IT IS ORDERED** that:

- **Count One** – The motion to dismiss is **GRANTED** as it relates to Ismail’s § 1981 claims; however, Ismail shall be given leave to amend only to the extent that he can allege facts to support a § 1981 claim of racial discrimination. The motion to dismiss is **DENIED** as it relates to Ismail’s Title VII claims. The motion to dismiss is **GRANTED** as it relates to any national origin discrimination claims, and Ismail will not be given leave to amend.

- **Count Two** – The motion to dismiss is **GRANTED** as it relates to Ismail’s § 1981 claims; however, Ismail shall be given leave to amend only to the extent that he can allege facts to support a § 1981 racial discrimination claim. The motion to dismiss is **GRANTED** as it relates to Ismail’s Title VII claims; however,

Ismail shall be given leave to amend only to the extent he can allege sufficient facts to support his status as an employee of Honeywell. The motion to dismiss is **GRANTED** as it relates to any national origin retaliation claims, and Ismail will not be given leave to amend.

- **Count Three** – The motion to dismiss is **GRANTED**, and Ismail will not be given leave to amend.
- **Individual defendants** – The motion to dismiss is **GRANTED** as it relates to the Title VII claims against Adamczyk and Weiss, and Ismail will not be given leave to amend. The motion to dismiss is **GRANTED** as it relates to the § 1981 claims against Adamczyk; however, Ismail will be given leave to amend only to the extent that he can allege sufficient facts against Adamczyk in his § 1981 claims.

S/Susan E. Schwab

Susan E. Schwab

United States Magistrate Judge